
**HUMAN RELATIONS COMMISSION
REGULAR MEETING
Monday, March 13, 2006
5:00 p.m.
Human Resources
Pinnacle Training Room
7575 E. Main Street
Scottsdale, Arizona**



PRESENT: Michèle TaTiana deLaFreniere, Chair
Enid Seiden, Vice-Chair
Carol Padwe, Commissioner
John Tutelman, Commissioner
Theodore Tyler, Commissioner

ABSENT: Marty Gendron, Commissioner

STAFF PRESENT: Don Logan, Office of Diversity & Dialogue

1. CALL TO ORDER

The regular meeting of the Scottsdale Human Relations Commission was called to order by Chair deLaFreniere at 5:02 p.m. A formal roll call confirmed members present as stated above.

2. REVIEW OF MINUTES

Commissioner Tyler requested that on page 2, under Election of Officers, in the next to the last paragraph, the second sentence should read "Commissioner Tyler recalled when creating the Bylaws Commissioners felt the organization would be more vibrant with different people at the helm."

Commissioner Tyler requested that the first paragraph on page 6, should read "Mr. Logan clarified that Commissioner Tyler was instrumental in the Planning Committee."

CHAIR DELAFRENIERE MADE A MOTION TO ACCEPT THE MINUTES OF THE FEBRUARY 15, 2006 MEETING AS CORRECTED. SECONDED BY COMMISSIONER TYLER, THE MOTION CARRIED UNANIMOUSLY BY A VOTE OF FIVE (5) TO ZERO (0).

Commissioner Padwe referred to a comment in the minutes by Commissioner Tyler regarding speaker choices for next year's MLK Dinner. She noted that Morgan Freeman does not believe there should be a Black History Month.

Commissioner Tyler clarified that the names mentioned were a sampling derived from an unscientific survey for ideas.

Mr. Logan opined that the Martin Luther King Celebration is not about being black, but about civil rights. He stated that the civil rights initiative would not have been accomplished if it were not for the majority believing in the minority vision.

Commissioner Padwe mentioned that she was part of the march on Washington with Martin Luther King, noting that the majority of the people involved were not of color.

3. REGIONAL HRC MEETING UPDATE:

Commissioner Padwe will provide an update to the SHRC concerning the Regional HRC meeting held on February 28, 2006 in Tempe.

Commissioner Padwe highlighted events from the Regional HRC meeting, noting that the meeting began with a welcome speech from the Mayor of Tempe. Several people spoke about Dr. Hassan's deportation case. Commissioner Padwe distributed information from the Tempe HRC program overview presentation to those Commissioners who had been unable to attend the Regional HRC meeting.

Commissioner Padwe noted that the regional strategic plan that was originally implemented in April of 2002 was revisited. Items identified as major issues to be revisited in the future include more public involvement and awareness of diversity, issues in the changing demographic, the day labor issue, hate crime education/religious intolerance/diversity education for youth, and the Cesar Chavez holiday.

Commissioner Padwe mentioned positive feedback concerning the regional unity walk. The next Regional HRC meeting will be hosted by Chandler in May.

Vice-Chair Seiden noted that it had been decided that the diversity education for youth would be grouped with public involvement in the Regional Strategic Plan.

Mr. Logan added that because the Regional Strategic Plan had been on the books for a long time with little action, the Regional HRC had agreed that it would be the first item on the agenda as the subcommittee, in order to follow and monitor progress. Attendance was noted to have been good with Scottsdale having five representatives.

Vice-Chair Seiden commented that the fact that the Mayor greeted the group made her feel that the Commission's efforts are meaningful.

Commissioner Tutelman remarked that he wished action would be taken on projects instead of continuing discussion. He opined that part of the reason for the extended discussions was because new Commissioners are not familiar with projects and they have their own new ideas they want implemented.

4. Hispanic Heritage Community Celebration

Commissioner Padwe serves as the Human Relations Commission liaison with the City's Diversity Advisory Committee's Hispanic Heritage Community Celebration Planning Sub-Committee. Commissioner Padwe will update Commissioners on the topics discussed at their last meeting.

Commissioner Padwe commended staff and members from the various departments in the City who assist in organizing the Hispanic Heritage Community Celebration. She reported that Helen Gonzala Zebalwa will continue as Chair and noted different groups who were in attendance.

Mr. Logan announced that a new member, who is a special events planner involved in the Tempe Celebration, has an interest in helping build the Scottsdale Hispanic Heritage Celebration. He noted representatives from the Air National Guard that worked closely with the children's activities.

Commissioner Padwe recalled that attendees agreed to the change of venue to the Scottsdale Center for the Arts and opined that the change would be positive and would result in more community participation. Discussions are ongoing about possibly extending the event closing from 9:00 to 10:00.

Commissioner Padwe invited fellow Commissioners to join a committee of interest for the event, noting that they would only be responsible for participation and would not be required to attend the planning meetings. Commissioner Padwe joined the education committee; she mentioned that she suggested to the committee that they invite the Cave Creek School District to participate because of their Spanish immersion program. Commissioner Tutelman suggested contacting the school that received the grant, as their focus is on French.

Commissioner Padwe noted that the Hispanic Heritage Community Celebration would be held on September 30, 2006.

5. CHAIRMAN REPORTS:

The Chair of the SHRC will update the SHRC on the status of current events and activities of the Human Relations Commission including, but not limited to, upcoming events, current issues, and program highlights, including correspondence received or sent since the last commission meeting.

Chair deLaFreniere provided details regarding a recent meeting with a victim of a gay-bashing incident two years prior. The Scottsdale Human Relations helped the victim and as a result, the incident culprit had been put in jail. The victim was grateful for the help received from the Commission and is now becoming involved in the community, hoping to become a Commissioner in Phoenix.

6. COMMISSIONER ITEMS:

Commissioners will update the SHRC and staff on the status of current events and activities of Human Relations Commission including, but not limited to upcoming events, current issues, and program highlights, including correspondence received since the last commission meeting.

Commissioner Tyler mentioned a program that was launched last year called Boomerz. He reviewed that the president of an organization out of San Francisco called Civic Ventures, Mark Freedman, initiated an idea that programs should be created which would result in more meaningful retirement for baby boomers. Scottsdale's program proposal was one of four in the Valley accepted by The Virginia G. Piper Charitable Trust in Arizona to share in a million and a half dollars to begin a program.

Commissioner Tyler explained that the Scottsdale organization is looking for baby boomers, classified as being born between 1946 and 1964, as well as those people that are boomer minded. The core partners of the Scottsdale project are: the City of Scottsdale, represented by Rita Hamilton; Links, represented by Judy Krider; Scottsdale Healthcare, represented by Pauline King; Scottsdale Community College, represented by Jenny Stall; and the Scottsdale Chamber of Commerce, which Commissioner Tyler represents.

Commissioner Tyler is Chair of the Civic Engagement Committee which finds avenues for meaningful civic engagement as well as helping people re-career.

Commissioner Tyler distributed flyers regarding the Getting Involved Expo, which is the first program, and will be held on March 29, 2006 at the Civic Center Library. The program will provide a venue for people interested in becoming civically engaged in organizations throughout the Valley. He noted an overwhelming response from organizations in the Valley. The Mayor will provide the welcoming at 1:00 p.m. followed by guest speaker Ellen Freudenheim who wrote a book entitled "Looking forward, a Guide to Future Retirement". Workshops will be held in rooms adjacent to the event. Commissioner Tyler noted that this is the first event of its kind in the United States and encouraged everyone to attend.

Commissioner Tyler mentioned there will be a workforce reentry event held at the Galleria Corporate Center in the main lobby on May 10, 2006 from 10:00 a.m. to 2:00 p.m..

Noting ASU's anticipated expansion in Scottsdale, Vice-Chair Seiden suggested that faculty speakers may be more available to promote diversity in the community. Commissioner Tyler opined that ASU has been more receptive to reaching out to communities, noting ASU now has people responsible for building relationships.

Commissioner Tyler mentioned that he has met several times with Bulcent Bicer as a representative of the ASU Foundation. Mr. Bicer acts as the Community Relations Officer of ASU. Commissioner Tyler has introduced him to people in Scottsdale in an effort to open doors to ASU. The head of the reassessment programs for students and faculty will be at a workforce development activity in Scottsdale on March 17th to discuss the assessment used for entry into the University as a student or as faculty.

Commissioner Padwe mentioned that she had seen Professor Pyatok, Director of Affordable Housing, speak at the One Scottsdale meeting on affordable housing. She suggested that he be approached to speak because of the affordable

housing shortage in Scottsdale. She recalled that the newspaper stated that 35,000 people a day commute to Scottsdale for work. Commissioner Tyler opined that the number was closer to 50,000.

Mr. Logan stated that Scottsdale utilizes a number of ASU faculty in the Cross-Cultural Communication Series discussions. He noted that in reciprocation, as a graduate of the Community Fellows Program, he spends a considerable amount of time on campus talking to students and faculty about diversity issues in Scottsdale. He remarked that Scottsdale has a partnership with ASU, noting that sometimes faculty simply needs to be asked.

Commissioner Tutelman reported that he had been invited to do a presentation on hate crimes at the Phoenix Country Day School. He was intrigued by the fact that the school offered a class on the subject of hate crimes, which covered an array of topics.

Commissioner Padwe mentioned that The Paper Clips, which is about the school in Tennessee with six million paperclips, is coming out on DVD. She queried whether there should be a library created in the office to make these types of materials available to the public; the Scottsdale library does not always have materials available.

Mr. Logan received an e-mail from Marty Gendron relating to his experience at the Regional Day Labor Sub-Committee meeting. The e-mail related that the Committee is still looking to line up speakers and presenters for an upcoming meeting; he inquired as to whether any of the Commissioners may have contacts with Arizona Catholic Bishops, or what they would think of the Thunderbird School of International Management. Mr. Logan noted that he did not have the chance to speak to Mr. Gendron and was unclear as to the intention of the e-mail.

In response to inquiry by Vice-Chair Seiden, Mr. Logan stated that the Thunderbird School would relate to day labor because they do research on economics and immigration. Discussion ensued concerning immigration, the need for immigrants, the hypocrisy surrounding immigration issues, and the difficulty of obtaining a green card.

7. OPEN CALL TO THE PUBLIC (A.R.S. § 38-431.02):

Subject to reasonable time, place and manner restrictions, as determined by the Chairman, members of the public will be allowed to address the Human Relations Commission on any issue within the jurisdiction of the Commission.

None.

8. STAFF LIAISON ITEMS:

Staff Liaison will update SHRC on the status of requested presentations, upcoming events, current issues, and program highlights, as well as any correspondence received since the last commission meeting. Commissioners will review and discuss information presented and make decisions accordingly.

Mr. Logan noted a conflict with the April 10th regularly scheduled meeting date of the Commission. Upon discussion, the consensus of the Commission was to move the meeting to April 17, 2006.

Mr. Logan informed the Commission that interviews for the two available HRC positions will be held on March 21, 2006; Commissioner Padwe will be interviewing. He explained that the interviews will be conducted at a City Council Study Session where Councilmembers will ask questions of candidates and then vote. Commissioner Tutelman added that the Council offers an opportunity for a statement by the Applicant. Mr. Logan stated that the process was changed in order to allow Councilmembers to vote based on more than just a paper application.

Noting Commissioner absenteeism, discussion ensued concerning the policy as outlined in the Bylaws. Mr. Logan stated that in some cases of consecutive absenteeism, it is to the discretion of the Chair to have a conversation with the person and in extreme cases, there is automatic termination. Mr. Logan opined that Commissioner Gendron may be making a more liberal interpretation of the Bylaws and believe that by attending regional meetings and day labor meetings, he is fulfilling his obligation. It was decided that Chair deLaFreniere would have a conversation with Commissioner Gendron to make him aware of the Bylaws; the Bylaws would then dictate any further action.

Mr. Logan reported that he contacted Cody Williams from the Black Chamber about attending an HRC meeting. Mr. Williams would be glad to attend and would like direction for a topic. Mr. Logan asked that the Commission specify a focus, noting affectionately that Mr. Williams would fill any time allowed.

Mr. Logan reminded Commissioners about the City of Scottsdale Inaugural Job Fair to be held on April 27, 2006 at the One Civic Center building, 7447 E. Indian School Road, in the atrium area. The job fair will be open to the public and Mr. Logan will send a flyer to each Commissioner. The job fair is being done in preparation for workforce 2010; it has been projected that the labor pool will be shrinking because of a mass exit of baby boomers that are approaching retirement. Mr. Logan opined the City will have difficulty filling almost all positions.

9. ADJOURNMENT

The Commission cannot discuss or vote on items not on the agenda, including items brought up as Commission or public comments. If action by the Commission is required, the item should be placed on the next meeting's agenda to be consistent with the Arizona Open Meetings Law.

With no further business to discuss, the meeting adjourned at 6:13 p.m.

Respectfully submitted,
A/V Tronics, Inc.